

NewsLetter

Week of Oct. 27, 2003

Vol. 4, No. 22

UC President Dynes: 'DOE should want a science lab, not a factory'

by Bill Dupuy

It's vital for everyone at the Laboratory and at the University of California not to lose sight of the Lab's stated mission, the safety and reliability of the nation's weapons program, as the two institutions go through a period of new challenges, the new president of UC recently told a Labwide audience.

"The only way to achieve that mission," UC President Robert Dynes said, "is to maintain and build on the strong science and technology base already in place here."

Visiting the Lab for the first time since taking office Oct. 1, Dynes said his visit to Los Alamos also is his first official visit to any of UC's campuses or weapons laboratories. "My job now is to get to all of them, to listen to what's important to people and to hear what they think."

Dynes said he was pleased the scheduled meeting of the UC Board of Regents at the Lab gave him the opportunity to visit here first, because of the employee questions surrounding the university's contract with the Department of Energy to run the Laboratory. The UC contract expires Sept. 30, 2005.

Introducing him, Laboratory Director G. Peter Nanos called Dynes "one of us in the truest sense — a renowned physicist, an involved science teacher, a champion of diversity."

The 60-year-old Canadian-born physicist succeeds retiring President Richard Atkinson

at a time when California's budget difficulties are being assessed for their impact on the university and when the regents are faced with deciding whether to enter the open competition to manage the Lab for DOE.

"My sense of the regents at this point is that the university will step forward to compete for the contract," Dynes said. He added that the university already has told the Department of Energy its concerns about the competition.

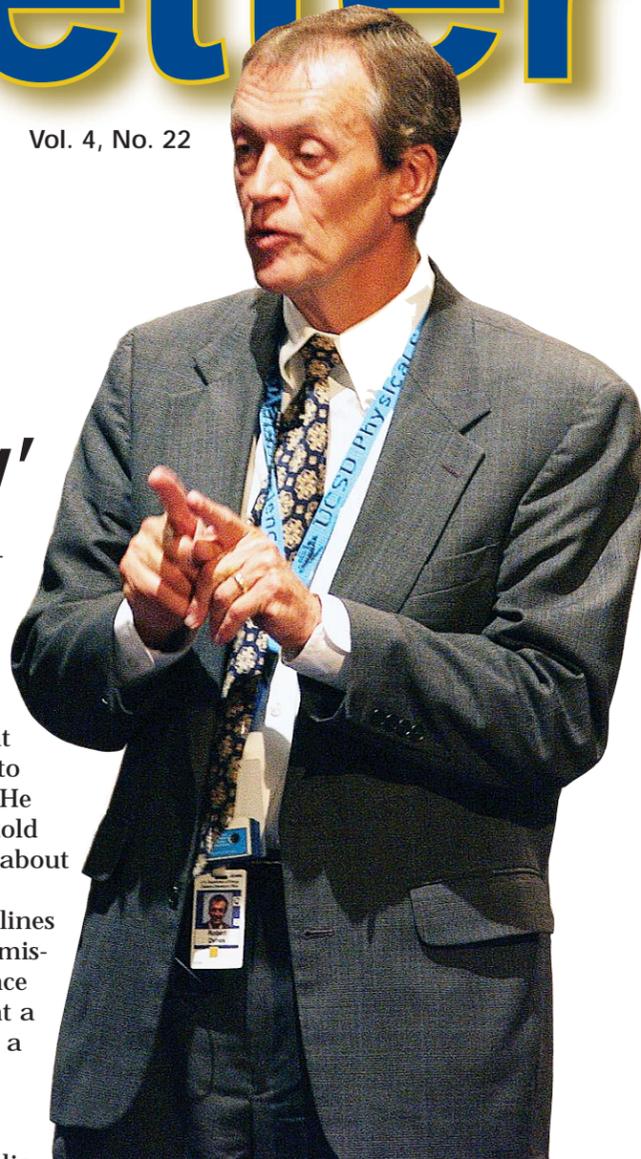
"First, the request for proposal guidelines from DOE must be consistent with the mission of the university, which is excellence in science. We believe DOE should want a science and technology institution, not a factory," he said.

A second concern is the question of funding for the competition, since the university is prohibited from using public funds for such purposes.

Third is the question of how the university community itself will respond, he said, in apparent reference to comments from some faculty and students that UC should not be involved in weapons development.

"We are not silent and inactive by any means," Dynes said. "We're moving forward today on the assumption we will compete for the contract."

To pave the way, he said the university and the Lab are working to put robust business-practice measures in place and to try to modify some precarious practices that were



identified through internal review. It would be a mistake, he said, to be in an embarrassing position before the competition.

"I ask all of you, please cooperate. It's in everyone's best interest to do the right thing and have strong business practices in place," Dynes said.

Acknowledging he already has spoken with several interested corporations, Dynes said a strong partner with management expertise and the funds to help with defraying the cost of bidding might be one

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When royalty visits

Scouring the Los Alamos NewsLetter's predecessor publications and checking with the Lab's archivist Roger Meade, revealed relatively few royal visitors and none for more than a decade. Breaking this drought of "reigning" personages and their relatives, His Royal Highness Prince Andrew, The Duke of York, of the United Kingdom, paid a call Oct. 21. Here The Duke of York, right talks with Laboratory Director G. Peter Nanos, left; Jill Trewhella, Bioscience (B) Division leader; and Andrew Brabury of McClintock Resource (B-1). The Duke of York is fourth in line to the British crown after his older brother HRH Prince Charles and Charles' sons Princes William and Harry. Department of Energy Secretary Spencer Abraham and New Mexico Governor Bill Richardson requested the Laboratory "get acquainted tour" for Prince Andrew who visited the Bradbury Science Museum and received myriad briefings, including those on the history of weapons program and UK and U.S. collaborations at the Lab; homeland security; and biothreat and global health. Earlier royal visitors to the Laboratory included in December 1958, Queen Frederika of Greece accompanied by her daughter Princess Sophie; May 1959, King Baudouin of Belgium; September 1959, Princess Sao Bo Noam of Burma; December 1959, "the young" Aga Khan toured the health lab; and in September 1989, Prince Phillip of Spain. For more information about the British monarchy, see the official Web site at <http://www.royal.gov.uk/output/Page1.asp> online. Photo by LeRoy N. Sanchez

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D/AAB initiative tackles
institutional code of ethics

A grass-roots effort by members of the Laboratory's Diversity/Affirmative Action Board has resulted in a draft institutional code of ethics.Page 7



Caring that changes
communities

The Lab's theme for this year's United Way campaign is "Caring That Changes

Our Communities," which reflects our relationships with community partners that are vital to improving the quality of all of our lives. Our theme also is reflective of the great reputation the Laboratory is renowned for, Ideas That Change The World!Page 8

Los Alamos NewsLetter

The Los Alamos NewsLetter, the Laboratory bi-weekly publication for employees and retirees, is published by the Public Affairs Office in the Communications and External Relations (CER) Division. The staff is located in the IT Corp. Building at 135 B Central Park Square and can be reached by e-mail at newsbulletin@lanl.gov, by fax at 5-5552, by regular Lab mail at Mail Stop C177 or by calling the individual telephone numbers listed below. For change of address, call 7-3565. To adjust the number of copies received, call the mailroom at 7-4166.

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Los Alamos National Laboratory is operated by the University of California for the National Nuclear Security Administration (NNSA) of the U.S. Department of Energy and works in partnership with NNSA's Sandia and Lawrence Livermore national laboratories to support NNSA in its mission.

Los Alamos enhances global security by ensuring safety and confidence in the U.S. nuclear stockpile, developing technologies to reduce threats from weapons of mass destruction and improving the environmental and nuclear materials legacy of the Cold War. Los Alamos' capabilities assist the nation in addressing energy, environment, infrastructure and biological security problems.



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FROM THE TOP



New Integrated Work Management Committee chartered

The Laboratory continues to experience numerous incidents resulting in serious worker injuries and near misses, accident investigations and findings from internal and external assessments. The significant, common elements in all of these indicate a need for Labwide improvements in work-control practices, including work definition, hazard identification, controls implementation, on-the-floor oversight and accountability. The Laboratory would benefit from the consolidation of numerous efforts driven by the chlorine dioxide explosion; the flash-burn incidents; the step ladder incident; the environmental, safety and health audit by the Department of Energy Office of Independent Oversight; and Performance Assurance, Price Anderson Amendments Act noncompliance reports and concerns expressed by the National Nuclear Security Administration Los Alamos Site Office and the Defense Nuclear Facility Safety Board.



Laboratory Director
G. Peter Nanos

To consolidate and integrate improvements to work control, I am appointing an Integrated Work Management Committee. The IWMC will improve and consolidate safe-work practices; facility-management work control; hazard identification and controls; and with consideration of security, quality and environment drivers. The IWMC members represent technical, operations and infrastructure organizations. The IWMC is chartered to

- improve and integrate work management practices and procedures from ISM [Integrated Safety Management], ISSM [Integrated Safeguards and Security Management], facility work control, safe work practices, conduct of operations and quality management systems;
- provide a single process for doing all work safely and securely at the Laboratory;
- provide managers and workers the tools necessary to make decisions and successfully implement Integrated Work Management across the Laboratory; and
- monitor and assist the implementation and continuous improvement of these processes.

The IWMC recommendations will be provided to the Operations Council, the Facility Management Council and the Division Leaders Council for information and coordination and to the Senior Executive Team for approval.

Howl-o-ween safety

There is no real "trick" to making Halloween a treat for the entire family. The major dangers are not from witches or spirits but rather from falls and pedestrian-car crashes. To help make this Halloween a safe one, the Integrated Safety Management Program Office (ISM/PO) and the National Safety Council offer these tips.

Motorists

Watch for children darting out from between parked cars and walking on roadways, medians and curbs. Enter and exit driveways and alleys carefully.



Parents

Make sure that an adult or an older responsible youth will be supervising the outing for children under age 12. Establish a return time and tell youngsters not to eat any treat until they return home.

Costume design

Costumes should be made of fire retardant material and be loose so warm clothes can be worn underneath.

Strips of retroreflective tape should be used to make children visible.

Face design

Facial make-up is recommended. If masks are worn, they should have nose and mouth openings and large eye holes.



On the way

Instruct children not to enter homes or apartments without adult supervision. They should walk on sidewalks. If there are none, walk on the left side of the road, facing traffic.

Treats

Insist that treats be brought home for inspection before anything is eaten. Wash fruit and slice into small pieces. When in doubt, throw it out.



For more Halloween safety tips, log on to the National Safety Council's Web site at www.nsc.org/library/facts/halloween.htm.

When it's snowing outside

by Kathy DeLucas

Wondering if the Lab will be open or delayed because of snow?

There's a toll-free hotline that workers can call to find out about the status of Laboratory operations during inclement weather. That toll-free number is 1-877-723-4101. The toll-free number provides easy access to the UPDATE phone number that employees should call to find out if the Lab's operating schedule is affected by winter storms. The hotline is the Lab's official, primary source for obtaining such information.

The local phone number for Santa Fe and Los Alamos residents is 667-6622. The message will not change unless there has been a change in schedule at the Lab or new information concerning an emergency.

The Laboratory's Early Dismissal/Closure/Delayed Opening Plan for determining the Lab's operating schedule because of inclement weather involves several resources. Gene Darling of Emergency Management and Response (S-8) said the duty emergency manager at S-8 keeps up with the latest local forecast and usually knows ahead of time if a weather system can potentially affect the Lab's schedule.

In the case of Lab closures or delayed openings, the process usually begins around 3 a.m. The duty emergency manager begins receiving calls from support services subcontractor's roads and grounds group,



Protection Technology Los Alamos and Utilities and Infrastructure (FWO-UI) to receive information on road conditions at the Lab. The duty emergency manager calls the State Highway and Transportation Department, Los Alamos Police Department, the State Police and Meteorology and Air Quality (RRES-MAQ) for weather and additional information.

Once the duty emergency manager has received the latest information concerning road conditions, the support services subcontractor's progress in clearing sidewalks and parking lots, current weather conditions and the forecast for what is expected to occur later that day, he or she discusses the situation with other S-8 personnel before contacting the Director's Office. There are several backup contacts throughout each phase of the plan in case the primary cannot be reached for any reason.

That person then confers with Department of Energy senior managers. The final decision and authority on whether to close entirely, delay opening or dismiss early rests with the DOE/National Nuclear Security Administration's Los Alamos Site Office. Once such a decision has been made, the

duty emergency manager is contacted; S-8 personnel call the primary contact in the Public Affairs Office. Public Affairs places the message on the UPDATE information hotline.

The entire process for delayed opening or Lab closure usually is completed before 5:30 a.m., giving Lab employees and contractor personnel time to find out what the situation is at the Lab. Darling said the plan works relatively well when bad weather occurs very early in the morning, but there's really not much S-8 can do in terms of warnings when bad weather strikes the area unexpectedly after 5 a.m. "There's just no time to adequately respond to the situation," he said.

If it's a delayed opening or closure, Public Affairs then calls various radio and television stations, asking them to report the Lab's operating status.

In the case of an early dismissal, a message is immediately recorded on the UPDATE Information Hotline and the Daily Newsbulletin. Electronic mail announcing the early dismissal also is sent to all employees, including contractors.

Emergency Management personnel also contact the Los Alamos Public Schools superintendent, Los Alamos and state police, PTLA and other organizations.

Personnel who are at work and want to know if the Lab is closing early can periodically call the UPDATE hotline (7-6622) or check the Daily Newsbulletin at <http://www.lanl.gov/newsbulletin> online. Remember to click the "Reload" button if you have previously accessed the site.

Lab workers who are at home and want to know if the Lab is on a delayed opening schedule or is closed for the day should call the hotline first, then listen to the news on radio or television stations. For more information about the Lab's Early Dismissal/ Closure/Delayed Opening Plan, call 7-6211.

UC president ...

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way to approach the competition. "It's no secret that we scientists do science much better than we do business," he laughed.

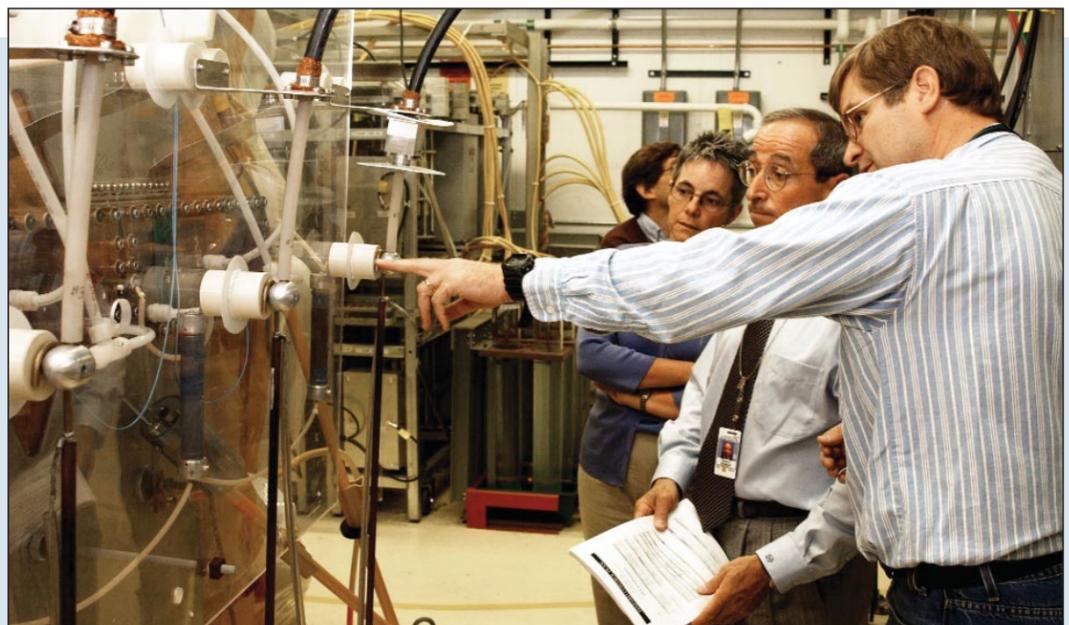
The university's "intellectual horsepower" is of great value to the nation's security, he said, adding that diversity of culture and experience among all members of the university community will grow even more over time, further strengthening that "horsepower."

Dynes, who came to the university as a professor of physics in 1991 after a two-decade career in the private sector, was named chancellor of UC, San Diego, in 1996. An expert on semiconductors and superconductors who spent a 22-year physics career at AT&T Bell Laboratories before coming to UC, San Diego, he continued his research and teaching while serving as chancellor.

Before Dynes addressed employees in the Administration Building Auditorium, he made brief remarks at the UC Regents meeting across the street at the Los Alamos Research Park. The regents and other UC officials were meeting at Los Alamos earlier that week.

Dynes later met with governors of San Ildefonso, Santa Clara, Cochiti and Jemez pueblos at San Ildefonso Pueblo; with presidents of four New Mexico universities; and at the State Capitol Building in Santa Fe with state legislative leaders.

Dynes' talk is available through the Lab's media theater at int.lanl.gov/media/ online.



'Walk around' for safety

Dave Herbert, second from right, of the National Safety Council, looks at equipment that is part of the FRX-L pulsed-power experiment during a safety walk-around at Technical Area 35. The walk-arounds with Herbert are part of the Labwide "Taking the Next Steps" safety initiative. With Herbert are Susan Seestrom, left, Physics (P) Division leader, and Glen Wurden of Plasma Physics (P-24). For more information on the safety initiative, see the Sept. 17 Daily Newsbulletin at www.lanl.gov/newsbulletin online. Photo by LeRoy N. Sanchez

New health-care plans offer more options for Lab workers

by Bill Dupuy

Efforts to create a new health-care plan for University of California Laboratory employees were driven by the desire to create more options for consumers and to avoid losing employees from a plan because the rates were higher, UC and Lab officials said at an all-hands meeting earlier this month.

"Changes in the new plan are the result of significant consultation with faculty committees; union representatives; the Department of Energy; and the National Nuclear Security Administration, among others," said Judy Boyette, UC's vice president for human resources and benefits.

"At a time when many other organizations are cutting or even eliminating their plans, we made a commitment to continuing ours," she told the work force at the all-employee meeting. Boyette, officials from United Healthcare and Benefits and Employment Services (HR-B) spoke after new UC President Bob Dynes addressed Lab workers for the first time since becoming president Oct. 1.

Open enrollment for the new plan begins at 8 a.m. Nov. 1 and closes at midnight Nov. 30, both Pacific Standard Time. Handouts about the plans and the open enrollment package were scheduled to be mailed Oct. 16 to active UC Lab employees and retirees at their homes. Information also is available on the Healthcare: Pathways to Change Web site at www.lanl.gov/source/worklife/benefits/pathways/ online.

United Healthcare becomes the new health-care provider for UC Lab employees

and retirees Jan. 1, 2004. Blue Cross Blue Shield New Mexico continues as the Lab's health-care provider through Dec. 31.

Explaining that United Healthcare is the new provider, Boyette said the company offers a national network of 417,000 physicians and 3,500 hospitals — more choice than before. UHC does not require guest memberships for students who live elsewhere, specialist referrals are not necessary and the myuhc.com Web site offers a wealth of information ranging from personal data to health research and definitions.

Under the new plan from United Healthcare, the existing HMO plan is to be replaced by an EPO, or Exclusive Provider Organization, with a network of specified providers. The Preferred Provider Plan (PPO) replaces the current point-of-service plan and offers a national network of providers. Co-payments are the same as before, \$20 per office visit, and co-insurance improves from the point-of-service plan 80 (percent)/20 (percent) to, a 90/10 split.

In addition, the PPO option eliminates physician-referrals to in-network specialists but still has the requirement that the consumer notify the insurer of such special needs as hospitalization, hospice care or the need to purchase durable medical equipment or prosthetics. More information on specific notification requirements are included in plan booklets and open enrollment materials.

The PPO choice allows using any health-care provider of choice, although services given by out-of-network providers are not covered to the extent of in-network providers.

A new offering is the "iPlan," which is

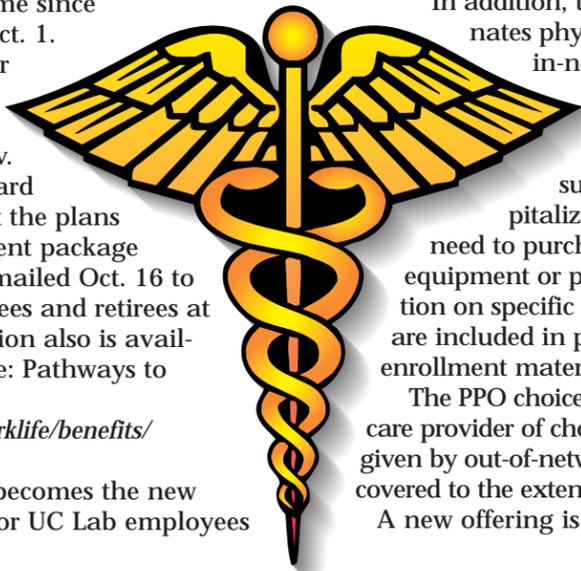


Judy Boyette, University of California's vice president for human resources and benefits, told Lab workers in the Administration Building Auditorium that the university hopes to be able to continue providing health care for Lab workers for another 60 years. Photo by Ed Vigil

available only to active UC employees and their families. A United Healthcare staff member said the iPlan is designed to help people become better health-care consumers by encouraging them to research medical conditions on the Myuhc.com Web site, talk issues through with their doctors, manage costs through the use of generic prescriptions when possible and take greater responsibility for managing personal health.

An important aspect of the iPlan is its employer-funded personal benefit account, or PBA. Every employee will start the plan with money in their PBA, which will be the first money used to pay for health-care costs. A single employee will be eligible for a PBA

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Open Enrollment Nov. 1 through 30

This year's Open Enrollment period is Nov. 1 through 30.

During Open Enrollment you will have the opportunity to make changes to several of your benefit plans.

These changes include

- enrolling in the medical, dental or vision plan;
- canceling enrollment in the medical, dental or vision plan;
- adding or deleting eligible dependents in the medical, dental or vision plan;
- enrolling in the Health Care Reimbursement Account for 2004;
- enrolling in the Dependent Care Reimbursement Account for 2004;
- enrolling in or canceling your Tax Savings on Insurance Premiums.

It is important to remember that if you were enrolled in either the Health Care Reimbursement Account or Dependent Care Reimbursement Account for 2003 and want to be enrolled in 2004 you will need to determine the annual amount you would like to participate for and sign up for this amount during Open Enrollment.

Open enrollment presentations for employees, retirees begin Nov. 4

Benefits and Employment Services (HR-B) is holding presentations for University of California Laboratory employees and retirees to discuss new health-care plans with United Healthcare for 2004.

In addition, an open enrollment fair is scheduled for 9 a.m. to 3 p.m. Nov. 5 in the J. Robert Oppenheimer Study Center at Technical Area 3. The fair is open to all UC Laboratory employees.

Six presentations are scheduled for active UC employees at various locations around the Lab. Five presentations are scheduled for UC retirees in Los Alamos; Santa Fe; Española; Albuquerque; and Las Vegas, Nev.

The schedule of open enrollment fairs for active UC employees is

- | | | |
|---------------------|---------|---------------------------------------------------------------------------|
| • 9 to 10 a.m. | Nov. 4 | Physics Building Auditorium, Technical Area 3 |
| • 1:30 to 2:30 p.m. | Nov. 4 | Louis Rosen Auditorium, Los Alamos Neutron Science Center (LANSCE), TA-53 |
| • 9 to 10 a.m. | Nov. 6 | Louis Rosen Auditorium, LANSCE, TA-53 |
| • 1:30 to 2:30 p.m. | Nov. 6 | Physics Building Auditorium, TA-3 |
| • 1 to 2 p.m. | Nov. 13 | Department of Energy Building, Las Vegas, Nev. |
| • 11 a.m. to noon | Nov. 17 | Carlsbad Operations Office, Carlsbad, N.M. |

The schedule of open enrollment fairs for UC retirees is

- | | | |
|---------------------|---------|-----------------------------------------------------------------------------------|
| • 9 to 10 a.m. | Nov. 10 | Okhay Casino Resort, NM 68, San Juan Pueblo, Española |
| • 4 to 5 p.m. | Nov. 10 | Duane Smith Auditorium, Los Alamos High School, Los Alamos |
| • 9 to 10 a.m. | Nov. 12 | Radisson Hotel, 750 N. St. Francis Drive, Santa Fe |
| • 1:30 to 2:30 p.m. | Nov. 12 | Marriott Pyramid Hotel, San Francisco N.E. (off north Interstate 25), Albuquerque |
| • 9 to 10 a.m. | Nov. 13 | DOE Building, Las Vegas, Nev. |

Select EPO

The Select Exclusive Provider Organization, or EPO, plan for University of California Laboratory employees and retirees replaces the Blue Cross Blue Shield New Mexico HMO. It will function in the same way as the current HMO with some minor exceptions.

The United Healthcare EPO plan is available to all UC Lab employees and participating, immediate family members. UC Lab employees who work in Nevada; Washington, D.C.; and Carlsbad, N.M., also are eligible for the EPO plan.

The following are some key elements of the Select EPO plan:

- The Select EPO has a 90/10 percent co-insurance for certain types of medical expenses, which is similar to the current HMO with Blue Cross Blue Shield New Mexico. Examples of the types of medical expenses that are paid at 90 percent, with the employee paying 10 percent, are diagnostic work such as blood work, MRIs, CT scans, etc.

- The UC employee/retiree co-insurance payments, such as those noted above, apply toward an annual \$150 deductible per individual with a maximum deductible of \$450 per family.

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Options PPO

The new Preferred Provider Organization, or PPO, plan through United Healthcare, the Lab's new health-care provider in 2004, is similar to the Point of Service Plan (POS) now available through Blue Cross Blue Shield New Mexico.

Both active University of California Lab employees and retirees are eligible to sign up for the Options PPO plan.

The Options PPO plan design is similar to the POS plan, but is now split into two parts with separate rate structures. The Options PPO New Mexico is for employees who live in New Mexico and want more choice in providers than United Healthcare's EPO plan provides.

Options PPO National/Out of Area is for employees who live outside New Mexico or in areas outside the United Healthcare service area or abroad. The Options PPO plans offer 90 percent, 10 percent co-insurance if employees/retirees select an in-network provider and 60/40 co-insurance if they select a doctor/provider who is not in the PPO network.

The Options PPO in-network coverage has a \$250 deductible per individual and \$750 deductible per family. Out of pocket limits are \$3,000 per individual and \$9,000 per family.

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iPlan

The iPlan is a consumer choice plan that will be available to University of California Lab. This new consumer plan design is being piloted at the Laboratory because of its unique demographics and highly educated population.

Last year, when UC surveyed its population for new ideas for holding down insurance costs, employees of the Lab said they wanted more choice in insurance plans and more control in how they used their benefits plans. Many employees specifically suggested a consumer choice plan. These types of plans are not for everyone, but appeal to employees who want some control in managing their own health care. This is how the plan works:

The iPlan has premiums that are slightly higher than the EPO premiums, but uses the PPO network of physicians and also allows employees to go out of network if they choose. The plan provides a Personal Benefit Account (\$750 for an individual; \$1,125 for self plus adult or child(ren); \$1,500 for family coverage), which is tracked by United Healthcare on the myuhc.com Web page. At any time, employees can visit the Web site to check balances and expenditures on their account.

The iPlan has a deductible of \$1,500 per individual, \$2,250 for an employee and adult or

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2004 LANL Monthly Health Insurance Premiums (according to salary range)

Plan	Single	Adult + Child(ren)	Two Adults	Family
Select EPO				
salary range less than or = \$40,000	36.71	66.08	77.08	106.45
\$40,001 to \$80,000	44.71	80.48	93.88	129.65
\$80,001 to \$120,000	53.71	96.68	112.78	155.75
More than \$120,000	63.71	114.68	133.78	184.75
Options PPO (Living in the New Mexico PPO service area)				
salary range less than or = \$40,000	116.50	209.70	244.64	337.84
\$40,001 to \$80,000	124.50	224.10	261.44	361.04
\$80,001 to \$120,000	133.50	240.30	280.34	387.14
More than \$120,000	143.50	258.30	301.34	416.14
Options PPO National (Not living in the New Mexico PPO service area)				
salary range less than or = \$40,000	25.81	46.47	54.21	74.86
\$40,001 to \$80,000	33.81	60.87	71.01	98.06
\$80,001 to \$120,000	42.81	77.07	89.91	124.16
More than \$120,000	52.81	95.07	110.91	153.16
iPlan				
salary range less than or = \$40,000	40.71	73.28	85.49	118.06
\$40,001 to \$80,000	48.71	87.68	102.29	141.26
\$80,001 to \$120,000	57.71	103.88	121.19	167.36
More than \$120,000	67.71	121.88	142.19	196.36
Core Plan	\$0	\$0	\$0	\$0

2004 Retiree Monthly Health Insurance Premiums

Plan	Single	Adult + Child(ren)	Two Adults	Family
Select EPO	44.71	80.48	93.88	129.65
Options PPO (Living in the New Mexico PPO service area)	124.50	224.10	261.44	361.04
Options PPO National (Not in the New Mexico PPO service area)	33.81	60.87	71.01	98.06
Core Plan	\$0	\$0	\$0	\$0

2004 Retiree Monthly Health Insurance Premiums in Medicare

Plan	Single	Two Party	Family	
Select EPO Medicare	0	0	0	
Options PPO Medicare	54.52	114.50	192.11	
Options PPO National Medicare	0	0	17.53	
Plan	Two Adults (1)	Adult + Children	Family (1)	Family (2)
Select EPO Split-Medicare	30.31	17.26	65.12	22.26
Options PPO Split-Medicare	191.47	154.12	291.06	214.10
Options PPO National Split-Medicare	34.67	24.54	61.70	29.54

(1) Split Medicare family with at least one Non-Medicare Adult
(2) Split Medicare family with two Medicare Adults plus Child(ren)

New health-care plans ...



Andrea Comporato of United Healthcare provided brief overviews, using viewgraphs and other material, about the plan options UC Lab employees and retirees can choose from during open enrollment in November.

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account of \$750 right away. An employee plus spouse will be allocated \$1,125, while a family of three or more will get \$1,500.

For example, a single employee with a PBA of \$750 might have a procedure provided by an in-network doctor that costs \$2,000. The employee would meet their deductible by using \$750 from their PBA, pay for the additional \$750 out of pocket and the plan would cover 90 percent of the \$500 balance. The employee's annual deductible of \$1,500 would be met and the plan would pay at the 90-percent level for the rest of that benefit year. (Details on annual deductibles can be found on the Healthcare: Pathways to Change Web site at www.lanl.gov/source/worklife/benefits/pathways/online and in the enrollment materials that were mailed this month.)

As to differences in pricing, the Exclusive Provider Organization will be the least expensive option, the iPlan will be second lowest while the PPO plan will be the most expensive.

Select EPO ...

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- There is a \$20 co-pay for regular doctor visits, which is the same as the current plan.
- Co-payments do not apply toward the deductible. Note: Co-pays are for visits to a doctor. Co-insurance is for expenses beyond regular doctor visits.
- Co-payments do apply toward out-of-pocket limit of \$2,000 per individual and \$6,000 per family.
- Hospitalization, ambulance and diagnostic procedures have a 90/10 percent co-insurance after the deductible is met. So, for example, if a procedure costs \$1,000, the plan pays \$900 and the employee/retiree pays \$100 — if they have already met their deductible. If the deductible has not been met, the same procedure would cost the employee a \$150 deductible, plus \$85 for the co-insurance. The insurance company would pay \$765.
- Preventive physical exams have a \$20 co-payment except for children under age 2 (no co-payment for children from birth to 2 years of age). Preventive physical exams for children are much more than an annual physical and can include immunizations.
- Well-baby care and preventive inoculations are no charge until age 2.
- There is a \$75 co-pay for emergency room visits. This is identical to the Lab's current plan. If admitted to a hospital, there is not a co-payment. The charges are covered under the plan at 90 percent, with the employee/retiree paying 10 percent.

Chiropractic care is covered as long as the doctor is a member of the American Chiropractic Association, for a \$20 co-payment per visit with a maximum of 20 visits per year.

Acupuncture is covered as long as the doctor is certified, for a co-payment of \$20 per visit with a maximum of 20 visits per year.

New services provided through the Select EPO Plan

- Note: The \$20 co-payment is for a doctor visit that yields a diagnosis in the case of hearing aids. Everything else is a \$20 co-pay.
- Hearing aids are covered every 36 months at 50 percent up to a \$2,000 maximum, limited to one standard hearing aid per ear, either analog or digital.
 - Speech therapy is covered for a maximum of 20 visits.
 - Outpatient occupational therapy is covered for a maximum of 20 visits.
 - Physical therapy is covered for a maximum of 20 visits.
 - Surgery for the morbidly obese is covered (bariatric/duodenal switch).
 - Christian Science practitioners are covered (These are doctors for members that are Christian Scientists and do not believe in traditional medical care).

Service area

- The EPO will be offered in New Mexico; Nevada; and Washington, D.C., for both UC Laboratory and California employees and retirees.
- The networks available to these employees will be the local or national EPO networks. United Healthcare is working on expanding its networks in New Mexico and is having great success in contracting with local area physicians.

Options PPO ...

continued from Page 5

After an employee/retiree reaches the out of pocket limit, the plan will cover procedures at 100 percent. The Options PPO out-of-network coverage has an individual deductible of \$6,000 and a family deductible of \$18,000.

All plan deductibles, out-of-pocket limits and co-payments are the same as Blue Cross Blue Shield New Mexico's Point of Service plan. Since the United Healthcare PPO and EPO networks in New Mexico are very similar, the only real difference between the EPO and PPO for New Mexico residents is the option to go to physicians who are not in the United Healthcare network. For Lab employees who live outside the United Healthcare service area or abroad, this is the only plan

available unless you live in Nevada or the Washington, D.C., tri-city area. Those employees will continue to have other plans such as PacificCare of Nevada and Kaiser Permanente Mid-Atlantic for Washington, D.C., employees and retirees, along with the new Select EPO plan.

In-network doctor's visits have a \$20 co-payment with additional charges for such procedures as X-rays, blood tests, MRI's and other lab work paid at 90 percent/10 percent co-insurance once the deductible is met. Well-baby care is covered at 100 percent up to age 2 years. This includes all immunizations required.

Additional benefits available to Lab employees include hearing aids, which are covered at 50 percent or a maximum of \$2,000 per ear in a period of 36 months; surgery for the morbidly obese; 20 visits each for physical therapy, occupational therapy and speech therapy; and coverage for Christian Science practitioners. Chiropractors and acupuncturists are covered as they have been previously. Chiropractors have to be members of the American Chiropractic network and acupuncturists must be licensed.

iPlan ...

continued from Page 5

employee and child(ren), and \$3,000 per family. For example, an individual would apply the \$750 Personal Benefit Account towards the first \$750 (of nonpreventative care) of the \$1,500 deductible. When the \$750 PBA is used up, the employee has a "window of coverage" (\$750) that they must pay, out-of-pocket, before the plan begins to cover expenses at the 90 percent/10 percent co-insurance level, she explained. Any unused portions of the PBA can be rolled over into the following year with a maximum equal to the value of three years' accumulation of PBA.

The cost of preventive health care is covered at 100 percent when using an in-network physician, and does not reduce the employee's PBA or count toward meeting the employee's deductible. Preventive care includes well-baby care, well-woman care and well-man care. All other medical services are covered at 90 percent of charges with the employee paying 10 percent of charges for in-network coverage once the deductible is met, and at 60 percent of charges with the employee paying 40 percent for out-of-network coverage once the deductible is met. Maximum out of pocket limits are \$2,750 per individual employee, \$4,125 for an employee and adult or employee and child(ren), and \$5,500 for family. Out-of-network out-of-pocket limits are \$8,500, \$12,750 and \$17,000 for individual employee, for an employee and adult or employee and child(ren), and for family respectively. Out-of-network out-of-pocket limits are higher because costs cannot be controlled for non-network providers.



To aid employees in selecting physicians, researching health care needs and determining usual and customary charges for medical procedures, the United Healthcare Web page has more information through its myuhc.com portal. To use the Web site, employees will need to establish an account using a PIN to gain 24-hour access to the portal. Employees also can call a 24-hour nurse line called Nurse Optum to obtain guidance for minor emergencies or other health-care questions.

Like all the other health plans available through United Healthcare, iPlan participants will have access to national networks of providers and hospitals. The Cancer and Transplant centers of excellence also are available at the 90 percent (in-network) coverage level.

After the deductible has been met, prescription drugs will be offered through Medco and will be covered at 80 percent for both retail and mail order through the in-network benefit. The member is responsible for paying the difference between the plan's contracted rate and the amount billed by a nonparticipating pharmacy.

All the new benefits provided in the Laboratory's benefits plans also are covered in the iPlan, including hearing aids, surgery for morbid obesity, 20 visits each for physical therapy, occupational therapy and speech therapy, as well as coverage for Christian Science practitioners.

In addition, the PBA account can be used for smoking cessation and weight loss programs, when they are prescribed by a physician, as well as pharmacy brand/generic price differences.

Delta Dental of California takes over Laboratory's dental plan in 2004

Delta Dental of California is taking over the Laboratory's dental plan beginning Jan. 1, 2004. The Lab's dental plan for University of California employees and retirees currently is managed by Delta Dental of New Mexico and will continue in place through Dec. 31.

Dentists who currently are contracted with Delta Dental of New Mexico automatically become will members of Delta Dental of California on Jan. 1, 2004, said Chris Binns of Benefits and Employment Services (HR-B). He added that Delta of California representatives will be meeting with nonparticipating dentists in the area to discuss this change and continue to address issues previously voiced by them.

As of Jan. 1, 2004, Delta of California will take on all claims processing and customer service functions for the Laboratory. Both Delta Dental of New Mexico and Delta of California will work with local dentists to facilitate a smooth transition, said Binns.

Binns said Laboratory employees and their families should know several things about the change. Among them

- Employee's and retiree's dental benefits will remain the same.
- Participating dentists will no longer have to pay the 4 percent service charge for each claim to Delta of New Mexico for participating in the plan.
- Delta of California will have full access to Laboratory enrollees' claim history, allowing it to respond to each employee's benefits needs.
- The University of California will have closer oversight of the Laboratory dental situation and the community's needs by removing the middle man [Delta Dental of New Mexico] because UC's dental provider also is Delta Dental of California.

UC's Office of the President worked closely with HR-B, an outside consultant and Delta Dental to ensure Laboratory employees and retirees continue to receive quality benefits from the dental network provider. Binns of HR-B said the change also should encourage dentists to return to the plan and urged UC Lab employees and retirees to contact their dentist of choice and ask if they will be participating with the new provider.

Additional information can be found at <http://int.lanl.gov/worklife/benefits/health/dental/delta.shtml> online.

Rx Prescription drugs

The new provider for prescription drugs is Medco.

Retail prescription

drugs — One co-payment for up to a 31-day supply during each one-month period. Note: The present prescription plan provides a 30-day supply.

- Generic, \$15 co-payment
- Preferred brand, \$30 co-payment
- Nonpreferred brand, \$45 co-payment

Mail-order prescription drugs — One co-payment for up to a 31-day supply. Two co-payments for a 32-90-day supply.

- Generic two co-payments or \$30.
- Preferred brand, two co-payments or \$60.
- Nonpreferred brand, two co-payments or \$90.

If a member or doctor requests a brand-name drug when a generic equivalent is available, members pays generic co-payment plus cost difference between the brand name and generic. The member pays the cost difference between selecting a brand-name drug over an available generic (drug).

D/AAB initiative tackles institutional code of ethics

A grass-roots effort by members of the Laboratory's Diversity/Affirmative Action Board has resulted in a draft institutional code of ethics.

Laboratory Director G. Peter Nanos stated in a recent all-employee memo that, "I consider the grass-roots effort to create an institutional code of ethics so important that I formalized the D/AAB initiative, making it part of a new, ninth element of my Performance Improvement Program (DPIP), Improving Workforce Synergy. I am personally sponsoring this element to coordinate the D/AAB efforts and those of others to ensure all of us achieve the objectives of the project. The goals I share with the D/AAB are to develop and maintain a workplace that fosters mutual respect and invites constructive differences and to foster a workplace that promotes trust and teamwork. Such a workplace is more welcoming and helps to improve productivity.

In the box at right is the draft Los Alamos National Laboratory Code of Ethics. Frequently asked questions about the draft code of ethics can be found on the Path Forward Web site at int.lanl.gov/communications/code.shtml online, as can the all-employee memo. The LANL Core Values also are on this site.

Draft LANL Code of Ethics

The Los Alamos National Laboratory Code of Ethics provides principles of conduct for all Laboratory employees while in the workplace. While the Code of Ethics is not an all-inclusive list of behaviors or expectations, it does provide general principles consistent with our institutional Core Values.

Additionally, we have an obligation to adhere to all applicable laws, rules and regulations, including those policies of our respective organizations and professions. A productive work environment depends upon each of us modeling behaviors consistent with the Code and effectively holding ourselves and each other accountable.

Consistent with the fundamental principles of honesty and fairness, we, in all our interactions, demonstrate service to the nation, integrity and openness, passion for excellence and innovation, personal accountability, respect for others and teamwork. This is our foundation.

We recruit and develop the best-qualified people, recognizing that inclusiveness and diversity are essential to our success.

- We acknowledge that a range of perspectives is essential for success in our scientific and business endeavors.
- We recognize that we have a shared fate and that we must all succeed together.
- We treat each other with mutual respect and common courtesy.

We are good stewards of our customers' funds and resources while ensuring that all business transactions are executed in compliance with applicable laws and regulations and the requirements of the DOE/UC Prime Contract.

We make technical decisions and provide information to our sponsors that are based on solid scientific study and analysis.

- We conduct all research with the highest integrity, in accordance with recognized standards of scientific method.
- We recognize that peer review is an essential component of maintaining scientific excellence, and we will apply such reviews as appropriate.
- We recognize and acknowledge those who have contributed to the research we conduct.

We do not compromise safety or security for personal, programmatic or operational needs.

- We accept responsibility to work safely and to watch out for the safety of each other.
- We act to maintain appropriate security.

We minimize risks to public health and the environment, considering the needs and well being of the surrounding communities.

- We respect and enhance the natural environment and cultural resources.
- We apply our expertise to the benefit of the region, nation and world.



October employee service anniversaries

35 years

Larry Hatler, ESA-WMM
A.N. Morgan III, NMT-2

30 years

Gloria Bennett, LANSCE-2
Vernon Harris, HSR-1
James Johnson, T-1
Michael McKay, D-1
Richard Romero, RRES-SWRC
Stephanie Segura, CFO-1

25 years

Michael Feind, NIS-2
Denise George, T-1
Jeffrey Hannaford, LANSCE-7
Allen Meddles, ESA-WR
Mike O'Keefe, IM-4
Richard Olsher, HSR-4
Robert Ortega, ESA-AET
Dennis Padilla, NMT-11
Joe Roybal, SUP-2
Victor Salazar, NMT-DO
Miguel Salazar, PM-DS
David Sanchez, NMT-3
Victor Sandoval, DX-4
Levi Valencia, FWO-DF
Frances Vigil, DX-3
Joyce Vigil-Sandoval, CFO-1

20 years

David Anderson, EES-11
Elizabeth Ares, HSR-1
Beverly Bender, NMT-11
James Billen, SNS-DO
Barry Bingham, MST-6
Wendy Burditt, IM-1
Marie Fernandez, IM-8
Tony Gomez, ESA-EM
Arthur Gonzales, NMT-5

John Gustafson, NIS-DO
Marie-Louise Hadden, IM-8
David Hare, CCN-2
James Harsh, DX-3
John Hernandez, SUP-1
Earl Horley, NIS-5
Steve Howard, CCN-4
Charlotte Lindsey, CIO-PO
Theresa Lucero, NIS-NP
Anthony Maestas, CCN-5
Alfred Maestas, LANSCE-2
Salomon Manzanarez, SUP-3
William Martinez, HSR-4
Max Martinez, NMT-11
Patrick McGaughey, P-25
David McInroy, RRES-REM
Bruce McReynolds, DX-6
Janet Mercer-Smith, MST-7
John Milewski, ESA-DO
Brenda Montoya, HR-5
Montana Norvell, ISEC
Carrie Phillips, HSR-4
Jeffrey Roberts, MST-10
Diane Roussel-Dupre, NIS-3
Benjamin Roybal, ESA-TSE
Marvin Salazar, D-4
Gary Smith, NIS-4
Darryl Smith, T-11
Thomas Suchocki, NIS-17
Meldon Tafoya, FWO-DECS
Stephen Turpin, CCN-DO
Kenneth Uher, DX-2
Stuart Vessard, NIS-17
Erwin Vest, ESA-WSE
David Volz, S-10
Kenneth Werley, D-3
Debra Wroblewski, MST-7

15 years

Maryellen Benavidez, OMBUDS

Debra Bilberry, CFO-SYSTEM
Johnny Garcia, DX-5
Robert Garnett, LANSCE-1
Ray Gordon, D-3
James Haugen, FWO-UI
Rebecca Herrera, DX-4
David Hobart, C-AAC
Johnnie Jimerson, P-24
Raymond Miller, CCN-DO
Carol Ann Mullaney, PS-DO
Thomas Murphy, NIS-1
Donald Parsons, X-4
David Phillips, IFC
Patricia Polaco, FWO-DO
Steven Reneau, EES-9
Billy Romero, FWO-SWO
Eddie Trujillo, SUP-3
Dale Tupa, P-25
Elmer Velasquez, FWO-SWO

10 years

William Casson, NIS-6
Xian Chen, B-2
Michael Cournoyer, NMT-DO
Mark Dunn, NIS-17
Eric Edmonds, PS-4
Robert Gates, D-2
Jeffrey Goettee, X-4
Benjamin Lopez, NMT-16
Benjamin Luce, T-7
Mark Mundt, B-5
Kevin Roark, CER-20
Steven Son, DX-2
Larry Wardlow, HSR-2
Xiaoguang Yang, IM-8

5 years

David Alexander, MST-6
L.N. Archuleta-Maestas, TRO

Bruce Baillie, LANSCE-1
Patricia Beck, HR-D-WP
Blu Bentley, ESA-DE
Debra Berquist, HSR-2
John Braughton, CCN-2
Michael Buksas, CCS-4
Leslie Carlson-Elliott, NIS-3
Juanita Carter, PS-7
Gerald Cook, DX-6
James Distel, NIS-2
Timothy Garbett, NIS-4
William Geist, NIS-5
Brady Gibbons, MST-STC
Shana Gurule, NIS-1
Andrew Johnson, X-2
Kari Lier, D-2
James Lujan, S-3
Mark Lyon, ESA-EM
Elfege Maestas, FWO-LANSCE
Nina Martinez, C-ACT
Frederic Montoya, CFO-SYSTEM
Gerard Montoya, ESA-WMM
Robert Newell, IM-DO
Beverly Ortiz, C-SIC
Norman Patterson, SNS-01
David Pimentel, CCN-12
Rhonda Robinson, RRES-ECO
Sherri Sherwood, RRES-ECO
Thomas Spatz, ESA-WSE
Steve Storms, NIS-4
Jose Trujillo Jr., ESA-AET
Lee Trujillo, C-AAC
Manuel Trujillo, PM-DS
Taylor Van Buren, CFO-2
Peggy Vigil, CER-20
Zhehui Wang, P-24
Christine Weaver, CER-20
David West, PS-1
Linda Wood, IM-1
Jennifer Young, MST-7



United Way: Caring that changes communities

The Lab's theme for this year's United Way campaign is "Caring That Changes Our Communities," which reflects our relationships with community partners that are vital to improving the quality of all of our lives. Our theme also is reflective of the great reputation the Laboratory is renowned for, Ideas That Change The World!

The Laboratory's Goal is to help Northern New Mexico communities by increasing opportunities for employees to make their caring count. We have established a 2004 Laboratory campaign goal of \$822,000 and 42 percent participation. This represents a 10 percent increase in both monetary giving that will benefit our regional communities in need and in active employee participation in their giving to the less fortunate.

The Lab's United Way champion is Director G. Peter Nanos; the Lab's United Way chairman is Rich Mah, associate director for weapons engineering and manufacturing; the Lab's United Way coordinator is David McCumber, Communications and External Relations (CER) Division leader.

At press time, about \$274,420 (7 percent participation) had been raised in pledges and donations in this year's Lab United Way fundraising campaign.

For more information about United Way and this year's campaign, go to www.lanl.gov/orgs/cr/unitedway/index.shtml online or contact any Community Relations Office United Way team representative by calling 5-4400 by sending e-mail to unitedway@lanl.gov. To make a pledge online, go to <http://unitedway.lanl.gov/>.



Katherine Vigil, an employee of the Las Cumbres Learning Center in Española Valley, brings a smile to a child's face, as she paints the youngster's feet.

Virgil Good, executive director of Las Cumbres Learning Center in the Española Valley, is a firm believer that early intervention is the key to helping the agency's young clients overcome their difficulties. He said that about one quarter of the children who receive assistance eventually no longer need the extra help.

"One day I was running copies on our photocopier, when I heard [the sound of] little feet running down the hallway," he recalled recently. "A 3-year-old boy stopped, popped his head into the room, and with all the energy he could muster grinned and yelled, 'Hi!' Then he continued down the hallway, stopping at each doorway to say 'Hi!' to everyone.

"I looked down and realized the paper I was copying was wet with my tears," he continued. "I paused to wonder why I was crying and realized that this little 3-year-old running down the hallway saying 'Hi!' to everyone had severe problems at birth. The doctors told his parents he had little chance of normal development and that they should just take him home and love him. But here he was, after three years of intensive therapies and lots of parental love, testing normal in all areas of development, and enthusiastically running down the hallway to greet everyone. He now has a bright future ahead of him, and United Way funding helped."

Las Cumbres Learning Center has provided therapeutic and social-intervention assistance to children, adults and families with developmental delays and other disabilities for 33 years. The center's assistance also includes physical, occupational and speech therapies; counseling; and special equipment, as well as case management and other services to help improve the lives of children and adults in need.

The cost of these services can be considerable and out of reach for most people in the communities that Las Cumbres serves.

"[Laboratory] employees and the United Way have had a dramatic impact on the lives of young children in Northern New Mexico with developmental delays, disabilities and special emotional needs," said Good.

Las Cumbres and the United Way also provide services to adults with disabilities. The agency's employment programs, for example, give clients a way to support themselves financially and build their self-esteem. These programs also offered participants the opportunity to socialize and make new friends.

In addition, Las Cumbres offers residential services. The center's supported-living program provides 24-hour supervision, while giving residents time to learn skills that will allow them to live independently. The assisted-living service encourages participants who live on their own or with family members to make use of community services that already exist, as

well as use skills they already have.

If you have already given to this year's United Way Campaign, cut this out and post in your office. The Community Relations Office also sends acknowledgements to those who have given. Please post these, too.



Los Alamos NewsLetter

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